

Framework for Possible Updates to Strategic Plan and Performance Measures

The Idaho Soil Conservation Commission Strategic Plan for Fiscal Years 2010 – 2014 was approved on January 28, 2009. This framework references possible updates (~~delete~~, ~~amend~~ or ~~on hold~~ shown in red) to specific goals and tasks intended to better align the Strategic Plan with the available resources. For

the unabbreviated version of the SCC strategic plan go to

http://dfm.idaho.gov/Publications/BB/StrategicPlans/SP2010/SCC_SP.pdf

Core Function 1: Commission responsibilities to conservation districts

Goal: Provide assistance to districts.

1.1 Provide assistance to districts

- 1.1.1 Assist as requested
- 1.1.2 ~~Delete~~ Coordinate progress of districts as requested
- 1.1.3 Inter- district communication, newsletters
- 1.1.4 Secure assistance of state and federal agencies
- 1.1.5 ~~Delete~~ Inter-district coordination; assistance regarding consolidation

1.2 Determine annual funding to be requested for districts from legislature

- 1.2.1 Public hearing
- 1.2.2 Hearing findings submitted in budget
- 1.2.3 District notification when budget request not submitted to legislature
- 1.2.4 Notify districts of nominating opportunities for commission vacancies

Core Function 2: Commission Technical Assistance

Goal: Maintain and enhance Commission technical assistance capacities.

2.1 Cooperation and coordination with district, state, and federal groups.

- 2.1.1 ~~Amend~~ WQPA progress reviews with field staff annually
- 2.1.2 ~~Delete~~ SCC initiated water quality monitoring coordination meeting
- 2.1.3 Meet with NRCS state staff quarterly
- 2.1.4 Meet and lead interagency coordination with IDEQ Regional offices.
- 2.1.5 Participate in CWA 319 Program project reviews.
- 2.1.6 Evaluate potential funding sources
- 2.1.7 ~~Delete~~ Lead annual ag and grazing TMDL coordination meeting w/ EPA & DEQ

2.2 WQPA and RCRDP

- 2.2.1 Review 5-year plans with districts.
- 2.2.2 Identify potential funding sources
- 2.2.3 ~~On hold~~ WQPA priority list at 20.
- 2.2.4 ~~Delete~~ Provide training opportunities to districts. (6 session/year)

2.3 Range-Riparian Program – Narrative summary report

- 2.3.1 **On hold** Idaho Riparian Framework by 2011
- 2.3.2 **On hold** Develop training as resources allow.
- 2.3.4 Assist districts to implement sage grouse plans.

2.4 Lake*A*Syst

- 2.4.1 **On hold** Coordinate program
- 2.4.2 Project status reviews for 6 lakes.
- 2.4.3 **Delete** Clean Lakes for Idaho conference
- 2.4.4 **Delete** Develop Idaho chapter of the North American Lake Management Society
- 2.4.5 Funding sources search
- 2.4.6 **On hold** Review and update educational materials

2.5 Urban Conservation **On Hold**

2.6 Quality Control of Commission programs, applications, and BMP implementation

- 2.6.1 Complete annual program reviews of WQPA and RCRDP
- 2.6.2 **Amend** Replace 18 field reviews per year with five.
- 2.6.3 **On hold** BMP effectiveness evaluations on 10% of funded BMPs. (~5-10/yr)
- 2.6.4 **Amend** Update and maintain Tracker
- 2.6.5 **On hold** Complete Phase 1 of web-hosted Tracker
- 2.6.6 **On hold** Revise field guide to evaluate BMP effectiveness by end of FY2010.

2.7 Workload analysis and technical staffing plan

- 2.7.1 Workload analysis
- 2.7.2 Statewide technical staffing plan
- 2.7.3 **Delete** Build 4 regional technical teams

Core Function 3: Other Commission duties and responsibilities

Goal: Deliver programs mandated by other statutes and agreements

3.1 Idaho OnePlan **All on hold**

3.2 Carbon Sequestration **All on hold**

3.3 TMDL planning and implementation Appendix A

- 3.3.1 **Amend** Use technical team approach to complete remaining TMDL plans
- 3.3.2 Complete riparian assessments for TMDL implementation planning.
- 3.3.3 Implement implementation plans.

- 3.3.4 TMDL workload analysis by IASCD Division by end of FY2010.
- 3.3.5 Staffing plan using 2.7-technical and 5.3.1-administrative.
- 3.3.6 TMDL and BMP training.
- 3.3.7 ~~Delete~~ duplicate reference to annual TMDL coordination meeting
- 3.3.8 ~~Delete~~ duplicate reference to regional TMDL coordination meeting
- 3.3.9 ~~Amend~~ Assist WAGs but delete reference to funding support
- 3.3.10 Assistance to BAGs
- 3.3.11 Support DEQ five year review process
- 3.3.12 Technical outreach to districts regarding TMDL implementation plans
- 3.3.13 ~~On hold~~ Coordinate with IDL implementation efforts on grazing lands in TMDL watersheds
- 3.3.14 ~~Delete~~ Develop success story video

3.4 ~~Delete all~~ Watershed Improvement Districts (Report responses to total requests)

3.5 Assistance to OSC

- 3.5.1 Development of plans
- 3.5.2 ~~Delete~~ Upper Salmon Basin program

3.6 ~~Delete all~~ Clearwater Focus Program

3.7 CREP Program

- 3.7.1 Program administration
- 3.7.2 Coordinate CREP steering committee
- 3.7.3 Water rights compilations for program eligibility.
- 3.7.4 Plan preparations for CREP participants.
- 3.7.5 ~~On hold~~ Update GIS system.
- 3.7.6 ~~On hold~~ BMP effectiveness evaluations and enter into Tracker.

3.8 Groundwater Program

- 3.8.1 Ag Groundwater Coordination Committee.
- 3.8.2 Agricultural and grazing plans
- 3.8.3 Prepare nitrate priority area workload analysis
- 3.8.4 ~~On hold~~ Prepare 3 initial groundwater assessments per year
- 3.8.5 Integrate groundwater TMDL implementation
- 3.8.6 ~~On hold~~ Two groundwater project reviews per year
- 3.8.7 ~~Delete~~ Incorporate groundwater effectiveness protocols into field guide

3.9 Idaho Agriculture Pollution Abatement Program

- 3.9.1 ~~On hold~~ Reconvene the Ag Plan Tech Advisory Committee in FY2010
- 3.9.2 ~~On hold~~ Reconvene the Ag Plan BMP Tech Committee in FY2010

3.10 Conservation Partnership Agreements

3.10.1 Mutual Agreement

3.10.2 Cooperative Working Agreement

3.10.3 **Update** Idaho Conservation Partnership Statement of Cooperation

Core Function 4: Develop Statewide Leadership Role Awareness

Goal: Develop outreach programs for citizens and local governments

4.1 Enhance awareness of Commission and districts among citizens

4.1.1 Develop outreach program and implement.

4.2 **On hold** Communication network with IASCD between IACities and IACounties

4.2.1 Attend committee meetings to present overview of partnership.

4.3 **Delete** Assist districts develop communication systems for elected officials.

Core Function 5: Idaho Soil Conservation Commission Operations

Goal: Define and improve Commission efficacies and efficiencies

5.1 **Amend Schedule** Develop standards for commissioners' operations by end of FY2010

5.1.1 Procedures to develop policies and decision-making; standardize minutes.

5.1.2 Review and approve fiscal year budget in open session.

5.1.3 Establish RCRDP and WQPA application review processes.

5.1.4 **Delete** Design, implement communication system Office of the Governor and legislature

5.1.5 Notify districts for nominations of potential commissioner positions.

5.1.6 Enter into working agreements as appropriate opportunities are presented.

5.2 Administrative staff operations

5.2.1 Distribute funds appropriate by the Idaho Legislature to districts.

5.2.2 **Amend** to reflect participation in statewide audit

5.2.3 Prepare budget and budget documents for FY2011

5.2.4 Prepare performance evaluation to submit with FY2011 budget process.

5.2.5 Prepare RCRDP materials for Commission meetings.

5.2.6 Prepare WQPA materials for Commission meetings.

5.2.7 **Amend** Review and update strategic plan.

5.2.8 **Delete** Establish leadership team and meet at least quarterly.

5.2.9 Reactivate the partnership forum.

5.2.10 State operation policies.

5.3 Special projects to enhance Commission structure

5.3.1 Develop state-wide staffing plan

- Complete workload analysis
- **Delete** Task related to four regional coordinators
- **Delete** Task related to realignment of structure
- **Delete** Task related to three staffing scenarios

5.3.2 Develop training program and strategies for all staff

- Identify training needs
- Prepare staff training plans
- **Delete** Develop all-staff agency training plan
- Identify in-house training specialty assets
- **Delete** Two in-house training sessions/year
- **Delete** Develop new employee training
- **Delete** Management staff evaluates training

5.3.3 Assess and evaluate district law for possible amendment.

5.3.4 Negotiate MOU with ISDA (**insert new agency**)

5.3.5 Develop standards and process for communication with districts

- Commissioners or management attends at least one board meeting/year of 51
- Staff members attend at least one district board meeting per quarter.

5.3.6 Design and implement commissioner orientation program

5.3.7 Design and implement district supervisor and employee training

5.3.8 **Delete** Assist districts with program delivery expansion

5.3.9 District consolidation opportunities.